

DD / S B E C R E T

FILE *Training 3-1*

SENDER WILL CHECK CLASSIFICATION TOP AND BOTTOM			
UNCLASSIFIED		CONFIDENTIAL	
		SECRET	
<b>OFFICIAL ROUTING SLIP</b>			
TO	NAME AND ADDRESS	DATE	INITIALS
1	Deputy Director for Support	9 FEB 1971	
2			
3	Executive Director-Comptroller		
4			
5	Director of Central Intelligence		
6			
ACTION		DIRECT REPLY	PREPARE REPLY
APPROVAL		DISPATCH	RECOMMENDATION
COMMENT		FILE	RETURN
CONCURRENCE		INFORMATION	SIGNATURE
<b>Remarks:</b>  We believe the low loss rate during the second quarter of FY 1970 must be attributed largely to the tight job market. Other factors normally affecting attrition among this group have not changed significantly.  We lost two particularly fine officers from the Clandestine Service during this period <div style="border: 1px solid black; height: 15px; width: 200px; margin-top: 5px;"></div>			
<b>FOLD HERE TO RETURN TO SENDER</b>			
FROM: NAME, ADDRESS AND PHONE NO.		DATE	
Director of Personnel		9 FEB 1971	
UNCLASSIFIED		CONFIDENTIAL	
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FORM NO. 1-67 237 Use previous editions

(40)

**SECRET**DD/S 71-0425  
10-4

8712 1971

**MEMORANDUM FOR : Director of Central Intelligence****SUBJECT : Career Training Program, Quarterly Report****REFERENCE : Memo for Director of Personnel from Director,  
dated 22 Aug 68, Same Subject**

1. This memorandum is for your information, in answer to your request in the referent memorandum.

2. As of 30 September 1970 there were [ ] current and former Career Trainees on duty in the Agency. During the period October - December 1970 four were added to the Program and five resigned. 25X

3. Of the five who separated, three left for job-related reasons, citing various dissatisfactions with their experience here which led to resignation. Two of these were consistently Strong performers and the third, formerly Strong, had become a low Proficient. Of the other two who separated, one resigned while still a trainee [ ] and the other, a Strong performer, simply because he wished to pursue a career elsewhere. 25X

4. Losses during the past quarter, compared with experience during the previous two years, were as follows:

Career Trainee Separations

25X1

**SECRET**Excluded from automatic  
downgrading and  
declassification

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-2-

**SUBJECT: Career Training Program, Quarterly Report**

	<u>Oct-Dec 1968</u>	<u>Oct-Dec 1969</u>	<u>Oct-Dec 1970</u>
<b>Average Age</b>	<b>30.7</b>	<b>30</b>	<b>32.4</b>
<b>Average Grade</b>	<b>GS-10.3</b>	<b>GS-10.7</b>	<b>GS-11.6</b>
<b>Average Tenure</b>	<b>58 mos.</b>	<b>52 mos.</b>	<b>93 mos.</b>
<b>Reasons Stated:</b>			
<b>External Factors</b>	<b>6 (30%)</b>	<b>6 (30%)</b>	<b>1 (20%)</b>
<b>Job Related</b>	<b>14 (70%)</b>	<b>14 (70%)</b>	<b>4 (80%)</b>

5. Exit interviews were conducted with the five who separated. Results are reflected, by Directorate, in the attached summaries.

/s/Harry B. Fisher

**Harry B. Fisher**  
**Director of Personnel**

**Attachments****Distribution:**

Original & 1 - DCI  
 1 - DDCI  
 1 - ExDir-Compt  
 1 - ER  
 2 - DDS *Subj.*  
 1 - D/Pers  
 1 - C/CTP  
 1 - DD/Pers/R&P  
 1 - Stayback




25X1 DD/Pers/R&amp;P/

(3 February 1971)

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CLANDESTINE SERVICE

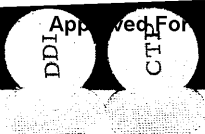
<u>Name</u>	<u>Age</u>	<u>Grade</u>	<u>Time in Agency</u>	<u>Assignment</u>	<u>Reasons for Separation</u>
25X1 	32	GS-11/4	123 mos.	FE	Mr.  made an excellent record in the CS, recognized by consistently Strong evaluations and by award of the Intelligence Star. He became dissatisfied with what he considered to be too many people, too much paper, loss of challenge in the job, "parochial" management, and lack of prospects for improvement. He resigned to join the Bureau of Narcotics and Dangerous Drugs. 25X1
	35	GS-12	93 mos.	WH	A consistently Strong performer,  resigned to seek employment elsewhere. His stated reasons were dissatisfaction with CS career management and a belief that his duties and responsibilities were not commensurate with his age and ability. He was not bitter but was dissatisfied with what he considered too much concern with forms and procedures and not enough for the Agency's human resources.

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<u>Name</u>	<u>Age</u>	<u>Grade</u>	<u>Time in Agency</u>	<u>Assignment</u>	<u>Reasons for Separation</u>
25X1 <div></div>	41	GS-14/4	195 mos.	EUR	His resignation was prompted by a number of factors, including family pressure and gradual loss of motivation, precipitated finally by prospect of transfer from EUR to FE and assignment to Vietnam. An exceptionally qualified officer, he performed outstandingly until the mid-60's and then slipped gradually from Outstanding to very nearly a Marginal rating. He left without bitterness, still convinced of the essentiality of the Agency and its mission, but unhappy about growth in size and bureaucracy.

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INTELLIGENCE

25X1

Name

Age

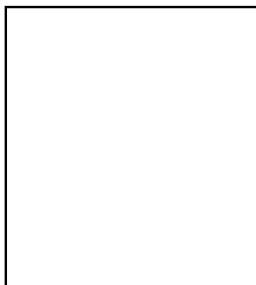
Grade

Time in  
Agency

Assignment

Reasons for Separation

25X1



25

GS-09

38 mos.



Change of career interest; he left without complaint, stating that the Agency had treated him fairly, but he had concluded that he wishes to seek a career elsewhere. He was a Strong performer.

CAREER TRAINING PROGRAM

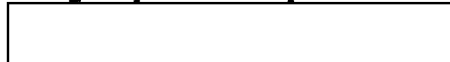
29

GS-10

18 mos.

CTP

Resigned prior to completion of train-



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25X1

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